JOB DESCRIPTION

Position: National Project Coordinator (NPC)
Project title: Sustainable Development of the Small-scale Gold Mining Sector in Sierra Leone (Part of the GIZ Regional Resource Governance Program in West Africa)
Duration: 16 months
Start date: Oct. 1, 2020
Duty station: Freetown, Sierra Leone (with frequent travel within Sierra Leone)
Employer: Artisanal Gold Council (AGC) www.artisanalgold.org

BACKGROUND

The artisanal and small-scale gold mining (ASGM) sector is a significant contributor to global gold production and an emerging catalyst for economic development, particularly in lesser-developed countries. Today, an estimated 10 to 15 million miners work in ASGM, supporting – directly and indirectly – the livelihoods of nearly 100 million people. ASGM has been documented in more than 80 countries. It is the world’s largest employer in gold mining, representing about 20% (400 – 600 T/year) of global gold production and 90% of the global gold mining workforce.

In Sierra Leone artisanal and small-scale gold mining has emerged as one of the most important extractive sectors in the country. It is estimated that over 80,000 miners are directly employed producing over 125M USD of gold annually which is roughly equal in export value to the country’s better-known diamond sector. The sector is largely decentralized and informal, which contributes to the poor environmental performance as well as the health and social problems often associated with artisanal gold mining in Sierra Leone.

Improving the artisanal and small-scale gold mining sector in Sierra Leone requires developing effective institutions that can support the sector in adopting increasingly responsible and professional standards throughout the gold supply chain, thereby moving the entire sector towards formality. The aim of this project, implemented by the Artisanal Gold Council (AGC) and GIZ under a co-financing agreement between the European Union and the German Development Cooperation, as part of their program “Regional Resource Governance in West Africa”, is to build a model for responsible artisanal and small-scale gold production and to reduce mercury in the artisanal gold mining sector by building a pilot gold processing facility, working with mining communities to improve responsible gold production, supporting the implementation of the 2018 artisanal mining policy and the ASGM National Action Plan

(NAP) of Sierra Leone and breaking down the barriers to finance that keep artisanal miners from investing in improved practices and accessing formal mineral markets.

ABOUT THE ARTISANAL GOLD COUNCIL

The AGC is a not-for-profit organization based in Canada, dedicated to improving the livelihoods of the millions of people involved in the artisanal and small-scale gold mining sector around the world. Since 2008, the AGC has been at the forefront of developing innovative solutions to the challenges posed by the global ASGM sector. The AGC prides itself on its deep field experience, working directly with hundreds of ASGM communities in more than 25 countries in Africa, Asia and South America. For more on the Artisanal Gold Council, visit www.artisanalgold.org

MAIN DUTIES AND EXPECTED OUTPUTS

Under the overall guidance and supervision of the Project Manager (PM) based in Victoria, Canada, the National Project Coordinator (NPC) will be responsible for coordinating the project activities in Sierra Leone, as well as supervising and providing support to national and international staff and contractors working in the field. The NPC is expected to:

- Organize and participate in meetings (e.g. information sharing meetings, forums, workshops, project advisory group meetings etc.)
- Organize training workshops for miners, gold traders, government officials, journalists and civil society groups
- Supervise and support national and international experts working on the project
- Plan field trips and make needed logistical arrangements in coordination with the PM and AGC’s experts
- Conduct assessment of mining sites for project interventions
- Maintain effective contact with key stakeholders including government partners, mining community representatives, the project advisory committee and local organizations involved in ASGM activities
- Help to establish key relationships with project partners and stakeholders
- Research and write reports including capacity assessments, site evaluations and baseline studies
- Help to establish a socially responsible enterprises for gold production or trade
- Develop or review project outputs (e.g. training materials, communication materials, technical reports) and provide assistance to relevant experts during elaboration
- Map ongoing programs for ASM improvement and identify points of convergence to avoid duplication and ensure information sharing, coherence and maximum effectiveness
- Help to set up project banking infrastructure
- Carry out budget tracking and accounting for project expenses
- Participate in weekly meetings/calls with the PM and other AGC staff
• Submit reports to AGC (monthly, progress and financial reports)

QUALIFICATIONS

REQUIRED QUALIFICATIONS

• Advanced university degree in geology, economics, mineral engineering, geography, environmental sciences or related field
• 4+ years in result-based project management, ideally in Sierra Leone or West Africa
• Demonstrated leadership working on projects with humanitarian, development or peace related outcomes
• Experience managing/supervising staff
• Experience managing budgets and documenting expenses

DESIRED QUALIFICATIONS

• Past experience working in Sierra Leone’s artisanal or small-scale mining sectors
• Experience working with multilateral processes, institutions and fora (eg: the Minamata Convention, the Kimberley Process, the Mano River Union)
• Experience working with bilateral or multilateral funding bodies
• Experience with investment or raising funds for mining projects
• Experience developing social enterprises
• Experience conducting and overseeing field research

KNOWLEDGE, SKILLS AND ATTITUDES

• Good understanding of artisanal and small-scale mining policies, programs, and practices in the region
• Knowledge of relevant government institutions and the political climate in Sierra Leone
• Understanding of responsible minerals guidance such as the Kimberley Process, the OECD Due Diligence Guidance on Minerals from Conflict Affected and High Risk Areas, etc.
• Comprehension of gender equality as applied to the implementation of development projects
• Familiarity with financial instruments for poverty alleviation such as microcredit loans, revolving loans, leasing vehicles, etc.
• Ability to build strong relationships with government institutions, civil society organizations, private sector actors, artisanal miners and other stakeholders
• Ability to lead training sessions with a variety of stakeholders
• Skilled public speaker who is able to communicate effectively through a variety of media including conference presentations, seminars, the print media, radio and television.
• Proficiency with the Microsoft Office suite of tools
• Familiarity with online collaborative tools such as google meets, microsoft teams, webEX or zoom
• Ability to work in a self-directed fashion and to seek guidance when needed
• Highly adaptable and able to work both from an office as well as from field location
Willing to travel frequently
Willing to lead by example and motivated to build a culture of integrity, accountability, empathy and courage through their own actions
Committed to seeing sustainable development outcomes for Sierra Leone

LANGUAGE

Fluency in written and spoken English and spoken Krio is required. The ability to speak Mende, Temne or other local languages should be indicated in the application. The ability to speak and write in French is not required but will be considered an asset.

APPLICATION

Expressions of interest must be received by September 15, 2020, no later than 24:00 GMT (Greenwich Mean Time). To apply to this position please send a cover letter and CV, in English, stating the job title in the subject line, to careers@artisanalgold.org. Please indicate in your application how you learned of the position (job board, word of mouth, etc.) For any questions concerning the position, please contact prosenbluth@artisanalgold.org.

The AGC is committed to gender equitable hiring practices. All qualified applicants will receive consideration however female candidates are strongly encouraged to apply.